

**ANNEXURE-III**

**Questionnaire (Individuals) regarding “Implementation of The Sexual Harassment Of Women At Workplace (Prevention, Prohibition and Redressal) Act (2013) - An Exploratory Study”**

1. Name -

2. Age-

3. Education-

4. Religion-

5. Economic Status- a) Type of job                      b) Monthly Income \_\_\_\_\_ (Approx)

6 How long have you been working here?

7. Does your offices/organization/institution have specific forum (the Internal Complaints Committee) to deal with sexual harassment? Y/N

If Yes, Please specify \_\_\_\_\_

8. Are you aware of SHW Act, 2013, and its provisions?

Y/N

9 If Yes, can you mention a few features of the Act? Do you think it has helped empower women?

10.Do you think the Act should have been gender-neutral?

11. What is your understanding of the term sexual harassment?

12. Is there any awareness programme on sexual harassment in your office?

Y/N

13. If yes : Specify : Year: \_\_\_\_\_

No of Programme: \_\_\_\_\_

14. What are the other sources of information on the provisions of the SHW Act' ?

T.V, Internet, Social Media, Radio, Newspaper, Friends, Family member

15. Have you or anyone in your office ever directly/indirectly, experienced sexual harassment in the workplace?

a) Yes b) No c) Not sure if behavior could be considered harassment

16. Do you know of anyone who has left their job due to harassment?

17. Are you aware of any case/s of sexual harassment when a complaint has been made, in your office?

18. If you have witnessed or experienced harassment at the workplace, what form did it take?

a- Any unwelcome physical contact and advances ,

b- Demand or request for sexual favours ,

c- Sexually coloured remarks,

d- Display of pornography or

e- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

19. Did the victim get any support in such a situation?

20. If you have witnessed or experienced any of the above behaviors while working, what was your reaction? a) Complained against the person b)

Concealed anger

c) Verbally expressed anger d) Ignored it e) other

21. Do you know if there was any type of punishment for any of the sexually offending behaviors?

22. Do you feel your sexual harassment report was treated fairly by your superior/office?

23. Were you treated in a negative manner by a colleague/supervisor at work after making a sexual harassment report? If so, please explain in what way.

24. Do you feel safe in your workplace now that this law is in place? Do you think there are enough legal protections for workers who have been sexually harassed?

25. What else do you think should be done to further improve the safety and security of women in the workplace? Any suggestions?

26. What do you think are the challenges faced by the organization in implementing the Act? How can these be overcome?